

## Nomination of the Spirit Award

Nominee: Anthony (Pee Wee) German

Nominated by: Bruce Tillman

Date: August 27, 2013

Anthony German is one of the best people I have ever worked with. He is a great employee and an outstanding individual. I will show why Anthony is more than deserving of the Spirit Award each and every quarter.

### Service Excellence

Anthony is an employee who shows Excellence Every day, day in and day out. I have been with the City of Germantown 26 years and have worked with many great employees. Anthony is the greatest equipment operator I have ever seen that has worked for the City of Germantown. Anthony is not just a great operator. He is an outstanding employee and one of the most unselfish people I have ever been around.

Anthony is master of his trade whether it's on a backhoe, skid steer, asphalt spreader or a Gradall. He is excellent on each and every machine.

Anthony has won several events in our state wide equipment rodeos. Most of all, he has won Best Overall Operator in Tennessee in a competition against the top operators from different public works departments all over the state.

### Producing A+ Results

Anthony tries to produce A+ results no matter where he works or what crew he is working with. The crews always enjoy working with him because no matter if it's digging up a drain or repairing street failures, he will give you the best product possible.

Anthony doesn't just operate the equipment. When it's time to get with it, he gets down and works hands-on like the rest of the crew and this is one reason they like him.

Since Anthony has been with us at Germantown, our asphalt work and patches have improved greatly. A perfect example of this is the multiple letters received from citizens, employees and George Brogdon on the quality of work done in 2012 on the Parks and Recreation Parking Lot improvements. Mr. Brogdon commented that hundreds of citizens mentioned how professional the work looked.

### Showing Initiative

Anthony shows initiative in several ways. One way that is a benefit to our department is in the absence of a crew leader, he comes in and gets instructions and keeps the crew working like a well-oiled machine. This a great help to Bobby Carter and Kinney Spray.

Anthony also shows this attribute by making sure all work orders are turned in daily as they should be.

Anthony takes the initiative and works several of our special events such as: Amnesty Day twice a year, Touch-A-Truck, Mulch Day and the Running of the Weenies.

Another example of his initiative is how in the absence of his crew leader, he took his crew and assisted Howard "Jelly" Thompson with the work around the Johnson Road Radio Room and Tower. Jelly sent this crew kudos on the great work on the pouring of the slabs for the new generators.

#### Being Responsible

Anthony shows responsibility by keeping his equipment clean, greased and ready to go at all times. If something is damaged, he will be the first to come to you and let you know.

If he damages utilities lines, he is quick to let you know so repairs can be made and there will be as little disruption to our customers as possible.

#### Being Innovative

Innovation is probably his greatest attribute in the Spirit Statement. He is always showing the crews new ways to use the asphalt spreader to speed up our paving jobs and turning out some of the best work ever. He has taken the time to show several on the crew how to operate the screw, gate and extension on the passenger side of the machine. Anthony has taken the time to teach them and make the jobs look like jobs Standard Construction Company and Lehman-Roberts Company would do.

The most impressive form of innovation he has shown recently is the way he operated the equipment on the water cut repair at Wolf River Boulevard and Johnson Road. We had to repair the road and have it open by the following day because of the grand opening of the Wolf River Boulevard Extension. Three lanes of the east bound roadway were messed up and we were in the middle of a school zone. Time was of the essence.

While putting down the ctb in the water cuts, we normally spread it and roll it with a roller and then grade it. On this particular job, the area was so big that he was able to take the Gradall and roll the area while spreading the ctb. This actually gave the ctb a better compaction because the Gradall is heavier and it was like rolling it with a rubber tire roller. Once the ctb was down, he could put the final grade on the road and roll it with the smooth roller. This saved us time and allowed us to get these lanes open quicker. Instead of the repair taking two days, we opened in one day with just a couple of hours of overtime.

#### Teamwork

Anthony shows the employees at Public Services teamwork every day with his outstanding skills and ability. Anthony always looks for ways to work smarter not harder.

Examples of Anthony's teamwork are:

- Setting the art work throughout the City for the Public Art Promenade
- Grading around the radio towers for Jelly and setting the generators

Thank you letters like these listed below also show his teamwork:

- Jody Dwyer thanked him for his ability to remove two cars from a fire at 8053 Cavershamwood saving the fire department several man hours.
- Butch Eder wanted to thank him for his courteous and friendly work at the Community Theater.
- Robert Childs thanked them for stopping and helping pick up limbs and sweeping debris when Robert needed help.
- The response to the complaint of a pothole on Allenby. The citizen was very impressed with the quick action.
- Ms. Davis on C. D. Smith was impressed at the professional manner of the tree removal that fell across her fence.